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Contract Database Metadata Elements

Title: **Clarkstown Central School District and Clarkstown Administrators Association, SAANYS (2006) (MOA)**

Employer Name: **Clarkstown Central School District**

Union: **Clarkstown Administrators Association, SAANYS**

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7/1/06 - 8/31/10

MEMORANDUM OF AGREEMENT**Between****CLARKSTOWN ADMINISTRATORS ASSOCIATION/SAANYS ("ASSOCIATION")****and the****CLARKSTOWN CENTRAL SCHOOL DISTRICT, by its****BOARD OF EDUCATION ("DISTRICT")**

The **ASSOCIATION** and **DISTRICT**, jointly called "the **PARTIES**", subject to ratification by the **BOARD OF EDUCATION**, hereby agree as follows:

1. The term of the Collective Bargaining Agreement between the Parties presently governing the period July 1, 2002 to June 30, 2006 (the "Agreement") is extended through August 31, 2010.

2. Effective immediately delete Instructional Supervisors from Article I and VI, and add K-8 Mathematics Coordinator and K-8 English/Language Arts Coordinator. Effective July 1, 2006, delete Coordinating Middle School Principal, add Middle School Campus Principal instead of Middle School Principal with Senior High School Principals, and separately add Middle School Principals. Add: Supervisor of Student Support and Community Services.

3. All of the following terms and conditions shall apply in the 2006-07 through 2009-10 years, only, unless otherwise expressly stated. All terms and

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

conditions in the present Agreement not inconsistent with above and the following shall continue in full force and effect.

4. Salaries for existing personnel shall be as set forth in Schedule A which also exemplifies the advancement of new hires in their second year and thereafter, except that administrators whose employment begins on or after July 1, 2006, shall advance \$1,000 annually, versus an annual adjustment of \$2,000 or \$3,000 in place for on-going administrators. On-going administrators who change position shall maintain the \$2,000 or \$3,000 they had prior to the change. Other than bonus adjustments to base, changes can only occur if an administrator takes on a different role at a different compensation level. The salary grid, Schedule A, reflects present unit members only, and does not reflect individual merit increases which may get added to the base on a case-by-case basis. Thus, salaries will have to be calculated each year for each unit member, including new hires. Schedule A also reflects the one-time \$5,000 addition to base commencing in 2006-2007 for the three Middle School Principals and the Middle School Campus Principal.

5. Administrators presenting evidence of a fully completed doctorate from a recognized program, versus, for example, correspondence or internet based programs, shall have \$2,000 added to base salary. The District shall have final authority to determine whether a particular degree program shall be considered to be a "recognized program". Therefore, administrators are urged to check with the District before embarking upon such a program.

6. An administrator completing ten (10) years of service to the District by August 31, 2010, shall receive an extra \$1,000 to be added to base beginning in 2010-2011.

7. The portion of bonus monies determined at the end of each year which is to be added to next year's base salary shall be added into the base and count

as part of the base in calculating the increases for the next year. It is expressly noted that this change will not impact the procedures in place through the end of the 2005-06 school year. Effective 2006-2007, all bonus monies in the base, irrespective type, shall be considered part of the base for all purposes, including calculating the next year's advancement.

8. Mentoring and making staff presentations can be used as means to meet the 8-hour requirement. However, if the mentoring of another administrator is requested by the District, the mentoring administrator will receive a \$1,000 stipend for performing this service. In the latter case, if the District requested that the Administrator make the presentation it shall pay a stipend for same.

9. In addition to any other requirements, all administrators will annually participate in professional development. It is understood that \$1,000 of the annual adjustment in salary set forth in Schedule A is dependent upon such participation. Therefore, failure to fully participate shall cause the \$1,000 to be withheld from any monies otherwise due the administrator from the prior or forthcoming year by following mechanism: if the obligation is not completed by August 31st of the year in which the stipend was received, the \$1,000 shall be held. If the work is not completed within six (6) months thereafter, the \$1,000 will be considered forfeited. The annual professional development requirement is to be met as follows:

a) Voluntarily accept an on-call mentoring arrangement with no compensation associated with it; and

b) Attend two out of three professional meetings scheduled from 4 to 6 pm. Although the members do not need to be presenters thereat, some involvement with the process is likely and shall not to be construed as presenting; and

c) Complete one four-hour project for professional improvement of self or staff as approved by the District, such as the following:

- go to an approved workshop/conference
- present - with another CAA member-a four-hour workshop for teachers
- actively work with teachers in the building (e.g., who are part of a department or grade level) on a curriculum project over the summer
- undertake an individual research project on a topic which the instructional leader plans to implement in the building. At the end of the research, the leader should be able to point to the implementation or be able to discuss the research review with someone in central office.

More options may be developed by the District or by unit members in collaboration with and with the approval of the District.

If the member attends all three 4 to 6 pm meetings, the project may be reduced to two-hours in duration. If the District ends up sponsoring four meetings in any one year, attendance at all four meetings would also satisfy the eight-hour commitment.

10. The District's share of the cost of Health Insurance shall increase as follows, reaching 65% paid by the District by the start of 2009-2010:

2006 - 2007	61 %
2007 - 2008	62
2008 - 2009	63
2009 - 2010	65

11. Regarding retirement:

a) The lump sums associated with the retirement incentive shall increase from \$12,500 - \$12,500 to \$12,500 - \$15,000.

b) The number of guaranteed work days after the official retirement date shall increase from 8 to 10, to be paid at the last per diem (final year salary divided by total work days). However, the Superintendent may request that the retiree work more than 10 days at the last per diem rate, acceptance being optional for the retiree.

c) Seniority shall determine eligibility to participate in the retirement incentive plan within the following constraints:

(1) For this purpose the unit shall be considered divided into three (3) groups: elementary principals/AP's, secondary principals/AP's, and Birchwood principal; and, special area administrators.

(2) Up to three members may retire under the incentive in any one year, but no more than two can be from any of these groupings.

12. A group sick bank will be established by unit member contribution of days for catastrophic illness to supplement individual member sick banks. Members may donate up to ten (10) days apiece per year into the group bank, which cannot exceed 250 days, and which bank can be replenished when falling below 250 at any point in time. The school physician will determine whether a member is deemed to be suffering a catastrophic illness permitting use of the bank. Once so deemed, the

Association will determine how many days the deemed member can have from the bank.

13. Contractual year for all purposes shall be defined as September 1st through August 31st, (e.g., each salary percentage increase and benefit increase will begin on September 1st). However, in the final year of employment, a member's contractual year may be considered as beginning July 1st and ending June 30th without fiscal penalty, it still being understood that there can be no pay for work not performed.

SO AGREED,

**CLARKSTOWN ADMINISTRATORS
ASSOCIATION/SAANYs**

11/6/06
Date

By Paula A. Pilla
_____, President

**BOARD OF EDUCATION of CLARKSTOWN
CENTRAL SCHOOL DISTRICT**

11/06/06
Date

By Lorette Adams

Ms. Lorette Adams, President, pursuant to
Resolution adopted _____.